

**Table 2. Retirement benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, March 2018**

(All workers = 100 percent)

| Characteristics   | All retirement benefits <sup>2</sup> |               |              | Defined benefit |               |              | Defined contribution |               |              |
|---|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
|   | Access                               | Participation | Take-up rate | Access          | Participation | Take-up rate | Access               | Participation | Take-up rate |
| All workers .....   | 91                                   | 83            | 90           | 86              | 77            | 89           | 37                   | 17            | 45           |
| <b>Worker characteristics</b>   |                                      |               |              |                 |               |              |                      |               |              |
| Management, professional, and related .....   | 94                                   | 84            | 90           | 89              | 78            | 88           | 39                   | 17            | 42           |
| Professional and related .....  | 93                                   | 83            | 89           | 88              | 77            | 88           | 39                   | 16            | 42           |
| Teachers .....  | 94                                   | 84            | 89           | 91              | 80            | 88           | 38                   | 13            | 36           |
| Primary, secondary, and special education<br>school teachers .....                                      | 99                                   | 90            | 91           | 99              | 89            | 90           | 32                   | 9             | 28           |
| Service .....   | 84                                   | 78            | 92           | 78              | 72            | 91           | 31                   | 16            | 50           |
| Protective service .....  | 92                                   | 86            | 94           | 89              | 81            | 92           | 34                   | 19            | 55           |
| Sales and office .....  | 91                                   | 82            | 90           | 86              | 75            | 88           | 37                   | 18            | 49           |
| Office and administrative support .....   | 92                                   | 83            | 90           | 87              | 76            | 88           | 37                   | 18            | 48           |
| Natural resources, construction, and maintenance<br>Production, transportation, and material moving ... | 97                                   | 91            | 93           | 90              | 82            | 92           | 40                   | 21            | 54           |
| Production, transportation, and material moving ...   | 90                                   | 82            | 91           | 87              | 79            | 91           | 27                   | 13            | 47           |
| Full time .....   | 99                                   | 90            | 91           | 94              | 83            | 89           | 40                   | 18            | 46           |
| Part time .....   | 45                                   | 39            | 86           | 40              | 36            | 90           | 16                   | 6             | 38           |
| Union .....   | 97                                   | 88            | 90           | 95              | 84            | 89           | 34                   | 13            | 38           |
| Nonunion .....  | 86                                   | 78            | 90           | 79              | 70            | 89           | 39                   | 20            | 51           |
| Average wage within the following categories: <sup>3</sup>  |                                      |               |              |                 |               |              |                      |               |              |
| Lowest 25 percent .....   | 78                                   | 70            | 90           | 71              | 64            | 90           | 30                   | 13            | 44           |
| Lowest 10 percent .....   | 68                                   | 59            | 88           | 59              | 53            | 90           | 25                   | 10            | 41           |
| Second 25 percent .....   | 94                                   | 86            | 91           | 89              | 79            | 89           | 38                   | 18            | 49           |
| Third 25 percent .....  | 98                                   | 89            | 90           | 93              | 83            | 89           | 39                   | 19            | 48           |
| Highest 25 percent .....  | 97                                   | 87            | 90           | 93              | 82            | 88           | 41                   | 17            | 41           |
| Highest 10 percent .....  | 95                                   | 85            | 89           | 91              | 78            | 86           | 45                   | 18            | 39           |
| <b>Establishment characteristics</b>  |                                      |               |              |                 |               |              |                      |               |              |
| Service-providing industries .....  | 91                                   | 83            | 90           | 86              | 77            | 89           | 37                   | 17            | 45           |
| Education and health services .....   | 93                                   | 83            | 89           | 88              | 77            | 88           | 38                   | 15            | 39           |
| Educational services .....  | 93                                   | 83            | 89           | 90              | 80            | 88           | 35                   | 12            | 35           |
| Elementary and secondary schools .....  | 93                                   | 84            | 91           | 92              | 84            | 91           | 28                   | 8             | 29           |
| Junior colleges, colleges, and universities   | 92                                   | 78            | 85           | 82              | 67            | 81           | 59                   | 26            | 43           |
| Health care and social assistance .....   | 93                                   | 81            | 87           | 73              | 62            | 84           | 55                   | 31            | 56           |
| Hospitals .....   | 93                                   | 79            | 85           | 68              | 55            | 80           | 58                   | 36            | 63           |
| Public administration .....   | 91                                   | 85            | 94           | 87              | 79            | 91           | 36                   | 19            | 54           |
| 1 to 99 workers .....   | 87                                   | 83            | 94           | 83              | 78            | 94           | 28                   | 12            | 43           |
| 1 to 49 workers .....   | 85                                   | 80            | 94           | 81              | 76            | 93           | 25                   | 12            | 48           |
| 50 to 99 workers .....  | 89                                   | 85            | 95           | 85              | 81            | 94           | 32                   | 12            | 39           |
| 100 workers or more .....   | 93                                   | 83            | 89           | 87              | 76            | 88           | 40                   | 18            | 46           |
| 100 to 499 workers .....  | 91                                   | 83            | 92           | 87              | 79            | 91           | 30                   | 13            | 43           |
| 500 workers or more .....   | 93                                   | 82            | 88           | 87              | 75            | 86           | 44                   | 20            | 47           |

See footnotes at end of table.

**Table 2. Retirement benefits: Access, participation, and take-up rates,<sup>1</sup> State and local government workers, March 2018—continued**

(All workers = 100 percent)

| Characteristics          | All retirement benefits <sup>2</sup> |               |              | Defined benefit |               |              | Defined contribution |               |              |
|--------------------------|--------------------------------------|---------------|--------------|-----------------|---------------|--------------|----------------------|---------------|--------------|
|                          | Access                               | Participation | Take-up rate | Access          | Participation | Take-up rate | Access               | Participation | Take-up rate |
| State government .....   | 95                                   | 86            | 90           | 90              | 78            | 86           | 48                   | 22            | 45           |
| Local government .....   | 90                                   | 81            | 90           | 85              | 76            | 90           | 33                   | 15            | 45           |
| <b>Geographic areas</b>  |                                      |               |              |                 |               |              |                      |               |              |
| Northeast .....          | 91                                   | 84            | 92           | 87              | 80            | 92           | 31                   | 9             | 30           |
| New England .....        | 85                                   | 74            | 87           | 78              | 70            | 90           | 16                   | —             | —            |
| Middle Atlantic .....    | 93                                   | 87            | 93           | 90              | 83            | 93           | 36                   | 9             | 25           |
| South .....              | 94                                   | 84            | 90           | 89              | 79            | 89           | 42                   | 18            | 42           |
| South Atlantic .....     | 92                                   | 81            | 89           | 88              | 76            | 86           | 57                   | 22            | 39           |
| East South Central ..... | 94                                   | 86            | 91           | 89              | 79            | 89           | 40                   | 21            | 53           |
| West South Central ..... | 97                                   | 88            | 91           | 90              | 83            | 91           | 21                   | 10            | 47           |
| Midwest .....            | 90                                   | 78            | 87           | 83              | 71            | 85           | 41                   | 18            | 44           |
| East North Central ..... | 89                                   | 77            | 87           | 82              | 69            | 84           | 47                   | 19            | 40           |
| West North Central ..... | 92                                   | 81            | 88           | 85              | 74            | 86           | 30                   | 17            | 58           |
| West .....               | 89                                   | 83            | 93           | 84              | 76            | 91           | 29                   | 19            | 66           |
| Mountain .....           | 86                                   | 81            | 94           | 78              | 71            | 91           | 32                   | 24            | 75           |
| Pacific .....            | 91                                   | 84            | 92           | 87              | 79            | 91           | 28                   | 17            | 61           |

<sup>1</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation.

<sup>2</sup> Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

<sup>3</sup> Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

Note: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.